



9(2)(a)

[Redacted]

[Redacted]

Thank you for your email of 30 August 2022 requesting the following under the Official Information Act 1982 (the Act):

- 1) *the total amount the Ministry has spent on internal training for diversity, inclusion, equity, and anti-racism initiatives since recording began;*
- 2) *the names of the organisations that provided the training;*
- 3) *the names of the training sessions; and*
- 3) *whether the training sessions are compulsory for staff.*

I have sectioned out your questions and my responses below:

The total amount the Ministry has spent on internal training for diversity, inclusion, equity, and anti-racism initiatives since recording began.

Based on the earliest available records, the Ministry for the Environment (the Ministry) has spent \$120,394 from FY 2016/17 to 2022/23 (up to August) on internal training for diversity, inclusion, equity, and anti-racism initiatives.

The names of the organisations that provided the training and the names of the training sessions.

- Courageous Conversations – provided by The South Pacific Institute began 1/09/2021 – No ongoing commitment.
- Treaty Education – provided by Sharon Annett began 10/09/2020 – Ongoing commitment
- Rainbow Tick – Through the annual accreditation for the Rainbow Tick (Kāhui Tū Kaha) we secured access to LGBTQIA+ inclusion at work training, began 01/08/2020 – ongoing commitment
- Unconscious Bias Module – provided by Blair Learning Project began 07/04/2020, one off purchase.
- Te Reo Māori classes – provided by Waha Communications began 08/02/2017, no further ongoing commitment (In 2021 we held Te Reo classes internally)
- Tōnui – provided by Awariki & Education Perfect began 20/05/2022, ongoing commitment

Whether the training sessions are compulsory for staff.

All new employees of the Ministry are assigned the Unconscious Bias online module as part of their induction.

As at the end of 2021, all staff in leadership positions (i.e., Managers, Directors, Deputy Secretaries) were encouraged to complete Rainbow 101 (LGBTQIA+ awareness) training, and the Secretary for The Environment endorsed Ministry leadership and individual contributors to participate in Courageous Conversations about Race workshops.

From late 2022 onwards, all staff are expected to participate in Tōnui, MfE's baseline cultural capability programme, which covers various aspects of Te Ao Māori and effective Te Tiriti partnership.

You have the right to seek an investigation and review by the Office of the Ombudsman, in accordance with section 28(3) of the Act. The relevant details can be found on their website at: www.ombudsman.parliament.nz.

Please note that due to the public interest in our work the Ministry for the Environment publishes responses to requests for official information on our [OIA responses page](#) shortly after the response has been sent. If you have any queries about this, please feel free to contact our Ministerial Services team: ministerials@mfe.govt.nz.

Yours sincerely



Juliet Macdonald,
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